

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-311493Date Filed
2/3/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 128 N 2nd WA Walla Walla 99362	e. Employer Representative	g. e-mail
		h. Number of workers employed 70
i. Type of Establishment (factory, mine, wholesaler, etc.) Business Services	j. Identify principal product or service Delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number)
President/Shop Steward
Branch 736 Walla Walla, WA

4a. Address (Street and number, city, state, and ZIP code) PO Box 2314 WA Walla Walla 99362	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Association of Letter Carriers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 2314

Address Walla Walla WA 99362

Date 02/03/2023 08:46:27 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
01/18/2023		Scheduled Interview of (b) (6), (b) (7)(C)	02/03/2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-311493	2/23/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 128 N 2nd Avenue, Walla Walla, WA 99362	e. Employer Representative	f. Fax No.
		g. e-mail
		h. Number of Workers Employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Business Services	j. Identify Principal Product or Service Delivery	
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--</p>		

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Letter Carriers Branch 736**

4a. Address (Street and number, city, state, and ZIP code) PO Box 2314 Walla Walla, WA 99362	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) National Association of Letter Carriers	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Date: **February 15, 2023**Address: **PO Box 2314,
Walla Walla, WA 99362**

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

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PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Specifically, Branch 736 (b) (6), (b) (7)(C) made the following requests in writing for the purpose of grievance processing, which the Employer has refused to provide:

On September 13, 2022, all schedules "for Richland PO letter carriers dispatched to other offices for the past 3 months up to present day," from (b) (6), (b) (7)(C).

On September 22, 2022, all schedules, worksheets, workload status reports, 3996s, clock rings, overtime alerts, volume reports, mandated rotation lists, station dispatch schedules, overtime-desired lists, and parcel delivery records for the Dayton WA Post Office dated September 26, 2022, from (b) (6), (b) (7)(C).

On September 26, 2022, all schedules, worksheets, workload status reports, 3996s, clock rings, overtime alerts, volume reports, mandated rotation lists, station dispatch schedules, overtime-desired lists, and parcel delivery records for the Dayton WA Post Office dated September 27 through September 28, 2022, from (b) (6), (b) (7)(C).

On January 18, 2023, an investigative interview with (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) next available time, from (b) (6), (b) (7)(C).

On January 25, 2023, all schedules, worksheets, workload status reports, 3996s, clock rings, overtime alerts, volume reports, mandated rotation lists, station dispatch schedules, overtime-desired lists, and parcel delivery records for the Pasco WA Post Office dated January 11 through January 25, 2023, from (b) (6), (b) (7)(C).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311525

Date Filed

2/3/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. 3603772722
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 200 National Ave S Bremerton, WA 98312-9998	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 90
i. Type of Establishment (factory, mine, wholesaler, etc.) Communications and Parcel Delivery	j. Identify principal product or service Mail	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 2, and 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Management issued me (b) (6), (b) (7)(C) a Notice of Removal for violating a rule that only exists for me. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(A), (b) (7)(C)

The only difference (b) (6), (b) (7)(A), (b) (7)(C)
(b) (6), (b) (7)(A), (b) (7)(C)

Their discipline is fatally flawed (b) (6), (b) (7)(A), (b) (7)(C)
If they can't fix the problems, (b) (6), (b) (7)(A), (b) (7)(C)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311614

Date Filed

2/6/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HCL Solutions America		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 330 Potrero Ave CA Sunnyvale 94085	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@hcl.com
		h. Number of workers employed 72
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/04/2023 01:57:57 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-311614	3/17/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer HCL Technologies Limited and Meta Platforms, Inc., as a joint employer		b. Tel. No. (b) (6), (b) (7)(C)	
d. Address (Street, city, state, and ZIP code) HCL - 330 Potrero Ave Sunnyvale, CA 94085 Meta - 1601 Willow Rd. Menlo Park, CA 94025		c. Cell No. f. Fax No. g. e-mail (b) (6), (b) (7)(C)@hcl.com h. Number of Workers Employed HCL - 100+	
e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		j. Identify Principal Product or Service technology contractor	
i. Type of Establishment (factory, mine, wholesaler, etc.) technology		l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, including but not limited to since about January 2023, the above-named employers, as a joint employer, have interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by telling employees they cannot talk about wages and/or maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (sign _____ person making charge) Address: (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. Fax No. e-mail (b) (6), (b) (7)(C) Date: 3/17/23	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311616

Date Filed

2/3/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
BEN FRANKLIN TRANSIT

b. Telephone No.
(509)735-5100

c. Cell No.

f. Fax No.

g. e-mail

h. Number of workers employed
UNKNOWN

d. Address (Street, city, state, and ZIP code)
1000 COLUMBIA PARK TRAIL
RICHLAND, WA 99352

e. Employer Representative
(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
TRANSIT

j. Identify principal product or service
CITY TRANSIT

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
DISCRIMINATION , HOSTILE WORK PLACE, VIOLATION OF CONTRACT.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)
(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)
N/A

6. DECLARATION

(b) (6), (b) (7)(C)

that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative person making charge)

(Print/type name and title or office if any)

Address (b) (6), (b) (7)(C)

Date

Telephone No.

Office, if any, Cell No.

Fax No.

e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-311621Date Filed
2/6/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HMIS		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2345 Stevens drive WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@rl.gov
		h. Number of workers employed 1
i. Type of Establishment (factory, mine, wholesaler, etc.) Security Systems & Services	j. Identify principal product or service DOE security	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 4 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local, and number)
(b) (6), (b) (7)(C) HGU local 21
Hanford Guards Union

4a. Address (Street and number, city, state, and ZIP code) Hanford Guards Union p.o. box 687 WA Richland 99352	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Guards Union of America

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

HGU local 21

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Hanford Guards Union p.o. box 687

Address Richland WA 99352

Date 02/06/2023 10:17:41 AM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-311622	Date Filed 2/6/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yellow Freight		b. Tel. No. (206) 439-4600
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 12855 48th Ave S WA Tukwila 98168	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@MyYellow.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Trucking	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

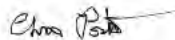
--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chris Porter Business Agent
International Brotherhood of Teamsters

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S WA Tukwila 98168	4b. Tel. No. (206) 441-6060
	4c. Cell No. (253) 797-4828
	4d. Fax No.
	4e. e-mail cporter@teamsters174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Teamsters Local Union 174

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Chris Porter
Business Agent

(signature of representative or person making charge)

(Print/type name and title or office, if any)

14675 Interurban Ave S

Address Tukwila WA 98168

Date 02/06/2023 11:11:44 AM

Tel. No. (206) 441-6060
Office, if any, Cell No. (253) 797-4828
Fax No.
e-mail cporter@teamsters174.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
01/18/2023	(b) (6), (b) (7)(C)	Investigation notes used for discharge	02/03/2023
01/18/2023	(b) (6), (b) (7)(C)	Videos used for termination	02/03/2023
01/18/2023	(b) (6), (b) (7)(C)	Employee personnel files	02/03/2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-311708Date Filed
2/7/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 128 N 2nd Ave WA Walla Walla 99362	e. Employer Representative	g. e-mail
		h. Number of workers employed 70
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service Delivery Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number)
Branch 736 Walla Walla

4a. Address (Street and number, city, state, and ZIP code) PO Box 2314 WA Walla Walla 99362	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Association of Letter Carriers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 2314

Address Walla Walla WA 99362

Date 02/07/2023 07:59:15 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
01/25/2023	(b) (6), (b) (7)(C)	Schedules, clock rings, parcel scans, cross craft	02/06/2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

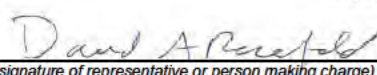
DO NOT WRITE IN THIS SPACE

Case 19-CA-311831

Date Filed 2/8/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Franciscan Medical Group		b. Tel. No. (415) 254-6076
		c. Cell No. (415) 254-6076
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2420 S State Street Stop 20-15 Tacoma, WA 98405	e. Employer Representative Chris Scanlan	g. e-Mail chris.scanlan@commonspirit.org
		h. Number of workers employed 20+
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Facility	Identify principal product or service Medical Care Facility	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce with the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months the above-named employer has maintained unlawful rules which interfere with the Section 7 rights of employees. The rules furthermore discriminate against employees on account of union activity.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Union of American Physicians and Dentists		
4a. Address (Street and number, city, state, and ZIP code) 520 Capital Mall, Suite 220 Sacramento, CA 95814		4b. Tel. No. (916) 442-6977
		4c. Cell No. (909) 408-0445
		4d. Fax No.
		4e. e-Mail rflores@uapd.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Federation of State, County, and Municipal Employees AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (510) 337-1001 Office, if any, Cell No.
David A. Rosenfeld, attorney (Print/type name and title or office, if any)		Fax No. (510) 377-1023
Address: Weinberg, Roger & Rosenfeld 1375 55 th Street Emeryville, CA 94608		e-Mail nlrbnotices@unioncounsel.net drosenfeld@unioncounsel.net
February 8, 2023 (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

1\1338938

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311840

Date Filed

2/8/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Securitas Security Services US		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 4340 150th Ave NE WA Redmond 98052	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@securitasinc.org
		h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Security Systems & Services	j. Identify principal product or service Physical Security	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5,1,3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/08/2023 06:12:46 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Reassigning labor to non union employees	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Reassigning labor to non union employees	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Loss of professional credentials	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Loss of professional credentials	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Loss of professional credentials	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Reassigning labor to non union employees	(b) (6), (b) (7) /2022

8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
(b) (6), (b) (7)(C) 2022

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Hostile work environment	07/01/2022
Reassigning labor to nonunion employees	(b) (6), (b) (7) /2022
Creating group that circumvents right to organize	11/11/2022
Pay differential	08/01/2022

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-311843Date Filed
2/8/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer NewGen Ballard		b. Tel. No. 206-782-0100
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 820 NW 95th, Seattle, WA 98117	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@newgenhcg.com
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home Facility	j. Identify principal product or service Providing care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Section 8 (d) and 8(a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEIU 775 and NewGen engaged in negotiations over a wage reopener on Oct 7, 2022 and Oct 19, 2022 with no signed agreement. SEIU made multiple attempts to reach out via email and calls with no response from the employer. On November 14th, we learned that wage increases were implemented without notification or negotiations. On November 18th we filed a grievance and filed an information request over the implemented wage increases. We reiterated the information request on December 6th. The employer continues to be non-responsive.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union 775

4a. Address (Street and number, city, state, and ZIP code)
215 Columbia St., Seattle, WA 981044b. Tel. No.
206-601-30234c. Cell No.
206-601-3023

4d. Fax No.

4e. e-mail
lora.bratoff@seiu775.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Service Employees International Union

6. DECLARATION


I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail


(signature of representative or person making charge)

Lora Bratoff SEIU 775
(Print/type name and title or office, if any)

Address 215 Columbia St, Seattle 98104 Date 2/8/23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-311934	Date Filed 2/9/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Garden Cycles LLC	b. Tel. No. (206) 650-9807
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 7016 18 th Ave SW, Seattle, WA 98106-5100	e. Employer Representative (b) (6), (b) (7)(C)
	f. Fax No.
	g. e-mail gardencycles@hotmail.com
	h. Number of workers employed 18
i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance	j. Identify principal product or service Landscaping

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has violated the Act by:

- Unilaterally implementing \$1/hour for hours worked in the last pay period of the year.
- Failing to abide by the status quo regarding holiday bonuses.
- Conditioning payment of the traditionally paid \$500 holiday bonus on employees and the union giving up legal claims

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

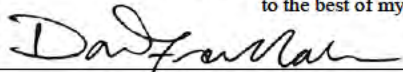
Laborers International Union of North (LIUNA) Local 242

4a. Address (Street and number, city, state, and ZIP code) 22323 Pacific Hwy S Des Moines, WA 98198	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@nwlaborers.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Laborers International Union of North (LIUNA)

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.

(signature of representative or person making charge)

Danielle Franco-Malone, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date February 9, 2023

Tel. No.
(206) 257-6011

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
franco@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312031Date Filed
2/10/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare - Capital Medical Center		b. Tel. No. (360) 706-6656
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3900 Capital Mall Dr. SW Olympia, WA 98502	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed 2,059
i. Type of Establishment (factory, mine, wholesaler, etc.) healthcare	j. Identify principal product or service healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities. Management (b) (6), (b) (7)(C) (b) (6), (b) (7)(A), (b) (7)(C) (b) (6), (b) (7)(A), (b) (7)(C) The Employer has also retaliated against (b) (6), (b) (7)(C) by removing certain duties and assigning (b) (6), (b) (7)(C) more arduous tasks, because (b) (6), (b) (7)(C) engaged in protected concerted and/or union activities, including contacting the Union regarding being passed up for (b) (6), (b) (7)(C) position.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I have read the above charge and that the statements true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(Print name and title or office, if any)(b) (6), (b) (7)(C)
(Print name and title or office, if any)Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date 10 FEB 23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312197Date Filed
2/14/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Riverside Performing Arts		b. Tel. No. (503) 694-8662
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1307 NE 78th St WA Vancouver 98665	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@riversidepa.com
		h. Number of workers employed 13
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Preschool and Dance classes	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/14/2023 04:45:21 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Instructed not to come in on scheduled shifts	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	Locked out of email, paystubs, timecard system	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Was shouted at, humiliated in an all staff meeting	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	Threats that implied imminent cuts to pay	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312199Date Filed
2/14/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Riverside Performing Arts		b. Tel. No. (360) 694-8662
		c. Cell No. (503) 737-9968
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1307 NE 78th St suite 9 WA Vancouver 98665	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@riversidepa.com
		h. Number of workers employed 13
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Preschool and Dance Classes	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/14/2023 06:42:05 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-312238

Date Filed

2/14/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Space X [Space Explorations]		b. Tel. No. (310) 363-6000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 22908 NE Alder Crest Dr, Redmond, WA 98053	e. Employer Representative	g. e-mail
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturing	j. Identify principal product or service Starlink Sattellite	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(A), (b) (7)(C) received a text message from (b) (6), (b) (7)(C)
(b) (6), (b) (7)(A), (b) (7)(C)
events of last week at Space X Redmond, WA (b) (6), (b) (7)(A), (b) (7)(C) When I had arrived to the room, my
(b) (6), (b) (7)(A), (b) (7)(C) that I was terminated
on (b) (6), (b) (7)(C) 2023 with a vague (b) (6), (b) (7)(A), (b) (7)(C) statement for the cause of Termination (b) (6), (b) (7)(A), (b) (7)(C)
(b) (6), (b) (7)(A), (b) (7)(C)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
(signature of representative or person making charge)	(Print type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)	Date 2/14/2023	e-mail
Address		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-312295

Date Filed
2/15/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Design 10301 LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 3913 Airport Way S WA Seattle 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 6
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Apparel)	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) g charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/15/2023 12:17:53 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-312305

Date Filed

2/15/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave S, Seattle, WA 98134	e. Employer Representative Howard Schultz	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Please see attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 02/15/2023

Tel. No.

(206) 257-6012

Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

Frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Within the last six months, and specifically since at least October 28, 2022, Starbucks has distributed nationwide communications that can easily be viewed by hourly employees that contain promises of benefits for non-unionized employees and threats to withhold those benefits from unionized and unionizing employees. Specifically, the Employer's "Period Planning Guide" introduces new training for in-store credit card tipping. This program is "not applicable to hourly partners in stores where there is union representation or organizing activity on or before 5/3."

Additionally, on approximately December 30, 2022, Starbucks published a website that made new promises regarding a previously-announced partner app.

Because these are nationwide violations, the Union requests a nationwide remedy.

FORM NLRB-601
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	19-CA-312324
Date Filed	2/14/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 34301 9th Ave. S Federal Way, WA 98003 RM 232A, 2nd Floor	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 110+

i. Type of Establishment (factory, mine, wholesaler, etc.) mailing delivery, processing and distribution	j. Identify principal product or service US mail, parcels
-------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
The agency is bargaining in bad faith regarding a unilateral decision to assign clerical work to the MAILHANDLER'S UNION on 12/12/2022 through 2/6/2023 and (b) (6), (b) (7)(C) denying the grievance as being untimely on (b) (6), (b) (7)(C) written (b) (6), (b) (7)(C) decision dated (b) (6), (b) (7)(C)/2023.

The agency has failed to cooperate in good faith to discuss this with effort to resolve this issue at the lowest level.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)
Greater Seattle Area Local American Postal Workers Union Local 28

4a. Address (Street and number, city, state, and ZIP code) P.O. Box 48148 Burien, WA 98148	4b. Tel. No. 206-241-6038
	4c. Cell No.
	4d. Fax No. 206-241-7939
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
American Postal Workers Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Myrna C. Umali, President

(Signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 48148 Burien, WA 9+8148

Date 2/14/2023

Tel. No.
206-241-6038Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
206-241-7939e-mail
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 101 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-312404

Date Filed

2/16/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
MultiCare

b. Tel. No.

(b) (6), (b) (7)(C)

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)
800 West 5th Avenue

e. Employer Representative

(b) (6), (b) (7)(C)

WA Spokane 99207

g. e-mail

(b) (6), (b) (7)(C)@multicare.org

h. Number of workers employed

500

i. Type of Establishment (factory, mine, wholesaler, etc.)
Healthcarej. Identify principal product or service
Hospital

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/16/2023 10:00:06 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
(b) (6), (b) (7) /2023

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Failure to change status of trainee to employee	12/13/2022

FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

AMENDED

DO NOT WRITE IN THIS SPACE

Case
19-CA-312404Date Filed
4/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Deaconess Hospital		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 800 West 5th Ave. Spokane, WA 99207	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
		h. Number of workers employed 500.00000000
i. Type of Establishment (factory, mine, wholesaler, etc.) Accute Care Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer: 1) unilaterally changed the terms of the parties collective bargaining agreement by not timely paying its employee (b) (6), (b) (7)(C) the proper contractual wage rate; 2) violated (b) (6), (b) (7)(C) Weingarten rights during an investigatory interview on about (b) (6), (b) (7)(C), 2023; and 3) threatened (b) (6), (b) (7)(C) with discipline on about (b) (6), (b) (7)(C), 2023

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) rest of my knowledge and belief.

(b) (6), (b) (7)(C)

rge)

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date 04/27/2023

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312407Date Filed
2-16-2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Have a Heart CC		b. Tel. No. (209) 401-5450
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 15029 Bothell Way NE, STE 420, Lake Forest Park, WA 98155-7600	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@cannabisstorey.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Dispensaries	j. Identify principal product or service Cannabis Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Attachment "A"

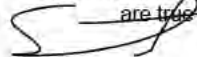
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers, Local 3000

4a. Address (Street and number, city, state, and ZIP code) 23040 Pacific Hwy S, Des Moines WA, 98198	4b. Tel. No. (253)528-0277
	4c. Cell No.
	4d. Fax No.
	4e. e-mail aaron@mcguinnessstreepy.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Aaron Streepy

(signature of representative or person making charge)

(Print/type name and title or office, if any)

4218 227th Ave Court E, Buckley WA 98321

2 16 23

Address

Date

Tel. No.
(253)528-0277

Office, if any, Cell No.

Fax No.

e-mail
aaron@mcguinnessstreepy.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Attachment "A"

- 8(a)1: Within the last 6 months and continuing, the above-named employer has retaliated against the union for exercising its right to investigate violations of its collective bargaining agreement and violations of the Act, by denying union representatives access to bargaining unit members, in violation of the Act.
- 8(a)1: Within the last 6 months, the above-named employer has threatened arrest of union agents for exercising the union's right to investigate violations of its collective bargaining agreement and violations of the Act, in violation of the Act.
- 8(a)5: Within the last six months and continuing, the above-named employer has refused to furnish information requested by the union necessary to investigate and enforce provisions of its collective bargaining agreement, in violation of the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-312408	Date Filed 2/16/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Townsend Controls and Electric LLC		b. Tel. No. 509-545-1600
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) Townsend Controls and Electric LLC 2040 N. Commercial Ave Pasco, WA 99301	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)@townsendcontrols.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Electrical Contractor	j. Identify principal product or service Electrical	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer is signatory to a collective bargaining agreement with the Union. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C). On or about January 20, 2023, the Union sent the Employer a request for information related to the grievances. The Employer did not provide the requested information. On or about January 23, 2023, a Union representative called the Employer about the requested information. No information was provided. On or about January 27, 2023, counsel for the Union sent the Employer a letter explaining the Employer's duty to provide information related to pending grievances. On or about February 7, 2023, the Union sent the Employer another letter requesting information related to the (b) (6), (b) (7)(C) grievances. The Union set a deadline of February 15, 2023. To date, no information has been provided in response to any of the Union's requests for information.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers Local Union 191

4a. Address (Street and number, city, state, and ZIP code) IBEW Local 191 3100 164th St NE Marysville, WA 98271	4b. Tel. No. 425-259-3195
	4c. Cell No.
	4d. Fax No. 425-339-9188
	4e. e-mail craig.jones@ibew191.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/Kristina Detwiler

Kristina Detwiler, Robblee Detwiler PLLP

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 2101 Fourth Avenue, Ste 1000, Seattle, WA 98121

Date 2/16/2023

Tel. No.
206-467-6700

Office, if any, Cell No.

Fax No.

e-mail
kdetwiler@unionattorneysnw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312408Date Filed
6/8/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Townsend Controls and Electric LLC		b. Tel. No. 509-545-1600
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) Townsend Controls and Electric LLC 2040 N. Commercial Ave Pasco, WA 99301	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@townsendcontrols.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Electrical Contractor	j. Identify principal product or service Electrical	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer is signatory to a collective bargaining agreement with the Union. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C). On or about January 20, 2023, the Union sent the Employer a request for information related to the grievances. The Employer did not provide the requested information. On or about January 23, 2023, a Union representative called the Employer about the requested information. No information was provided. On or about January 27, 2023, counsel for the Union sent the Employer a letter explaining the Employer's duty to provide information related to pending grievances. On or about February 7, 2023, the Union sent the Employer another letter requesting information related to (b) (6), (b) (7)(C) the grievances. The Union set a deadline of February 15, 2023. No information was provided. On 2/16/2023, the Union filed a ULP charge based on these facts. Thereafter, (b) (6), provided a partial response to the Union. The Union followed up with (b) (6), about the missing information and requested a complete response. To date, the Union has not received a complete response to its information request.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
International Brotherhood of Electrical Workers Local Union 191

4a. Address (Street and number, city, state, and ZIP code) IBEW Local 191 3100 164th St NE Marysville, WA 98271	4b. Tel. No. 425-259-3195
	4c. Cell No.
	4d. Fax No. 425-339-9188
	4e. e-mail craig.jones@ibew191.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Electrical Workers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Kristina Detwiler

Kristina Detwiler, Robblee Detwiler PLLP

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 2101 Fourth Avenue, Ste 1000, Seattle, WA 98121

Date 6/8/2023

Tel. No.
206-467-6700

Office, if any, Cell No.

Fax No.

e-mail
kdetwiler@unionattorneysnw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312539Date Filed
2/21/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Envision Hospice of Washington, LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 181 South 333rd Street C-120 WA Federal Way 98003	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@envvh.com
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Hospice care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Jonathan Shapiro
IAM District Lodge 751

4a. Address (Street and number, city, state, and ZIP code)

9125 15th Place South
WA Seattle 98108

4b. Tel. No.

(206) 538-8820

4c. Cell No.

4d. Fax No.

4e. e-mail

jshapiro@iam751.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Association of Machinists

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Jonathan Shapiro

(signature of representative or person making charge)

(Print/type name and title or office, if any)

9125 15th Place South

Address Seattle WA 98108

Date 02/21/2023 10:10:04 AM

Tel. No.

(206) 538-8820

Office, if any, Cell No.

Fax No.

e-mail

jshapiro@iam751.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2022
	2023
	2023
	2023
	2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
19-CA-312562

Date Filed
2/21/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer USPS		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 6817 208th Street SW, Lynnwood, WA 98036	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	j. Identify principal product or service mail and package delivery	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the Union has made, in writing, multiple requests for information related to pending grievances submitted to (b) (6), (b) (7)(C). The requested information is necessary for the processing of multiple grievances, including grievances concerning whether employees have been properly paid. The Employer has failed to respond or provide the requested information. Specifically, the Union has requested the following items of information on attached 2 pages.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) on behalf of Snohomish County Letter Carriers, Branch 791

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. 206-310-8930
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) 2/16/23 (date)
Tel. No. 206-310-8930
Office, if any, Cell No.
Fax No.
e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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- on 9/9/22- requested information related to discipline issued to carrier
- on 10/19/22—requested the seniority list
- 11/7/22—requested clock rings and OT alerts for multiple carriers
- 12/5/22—requested clock rings and mandate list
- 12/10/22—requested documentation of mail that did not get delivered
- 12/11/22—requested clock rings, interviews, OT alerts, list of mail not delivered
- 12/12/22—2nd request of items requested on 12/11/22
- 12/13/22—clock rings, OT alerts, a copy of a PS 3189, interview with carriers, and mandate list; a separate request indicating that it was the 3rd request for items requested on 12/11/22 and 12/12/22; a separate request for the seniority list and conversion dates for 5 carriers to career carriers (because they had not been properly paid)
- 12/15/22—clock rings and interview of carrier; a separate request for items requested on 12/13/22 (second request): clock rings, OT alerts, a copy of a PS 3189, interview with carriers, and mandate list
- 12/19/22—3rd request for seniority list and conversion date for 5 career carriers
- 12/20/22--seniority list, OT alert report, delayed mail list, borrowed and loaned out carrier list, 3rd quarter overtime desired list ("ODL"), 3rd quarter 10-hour and 12-hour lists
- 12/21/22—request for PS 1017A for 2 carriers and a PS 3189 for two carriers, clock rings from May 22 to present for all carriers, Discipline issued to (b) (6), (b) (7)(C)
- 12/22/22—a list of people instructed to clock off at hourly limits; a separate request for interviews, ERMS for a carrier that was paid when the carrier (b) (6), (b) (7)(C), clock rings for the carrier craft from May 22 to present, all PS 3189 forms for December, PS 1017A for a carrier for December 1, clock rings for several carriers, seniority list, and overtime alerts; a separate request (2nd request) for items requested on 12/20/22; 5 separate 2nd requests for carriers' clock rings that did not get paid when (b) (6), (b) (7)(C)
- 12/27/22—OT alerts, clock rings for the entire office for December 23, copy of the restricted sick leave for carriers, seniority list, delayed mail list, list of any employees instructed to clock off because of reaching time limit, PS 1017A for a carrier, 3189 for a carrier, PS 3971 for carriers, copy of 3rd and 4th quarter ODL list; December 27 (4th request for seniority list and conversion date for carriers)
- 12/28/22—OT alerts, interviews, copies of pay adjust grievance settlements, clock rings from May to current, deems desired list for carriers, seniority list; separate request for interview of a carrier, PS 3971, copy of the schedule, copy of PS 3996, ERMS report for a carrier
- 12/29/22—seniority list, clock rings from May to present, OT alerts, delayed mail reports, ODL list for 3rd and 4th quarter, PS 1017A for carrier, PS 3189 for two carriers, list of carriers instructed to go home for time limits; separate request (3rd request) for clock rings, attendance review, notification of being placed on deems desired list, list of carriers on deemed desire list, interview of the carrier, copy of PS 3971, copy of the ERMS call out, documentation of available (b) (6), (b) (7)(C) balance for a carrier that was not paid when (b) (6), (b) (7)(C); a separate request (3rd request) clock rings for a carrier that did not get paid, attendance review, notification of being placed on deems desired list, list of carriers on deemed desired list, interview of the carrier, copy of PS 3971, copy of the ERMS call out, documentation of available (b) (6), (b) (7)(C) balance for a carrier that was not paid when (b) (6), (b) (7)(C)

- 12/30/22--seniority list, a copy of the current career craft rolls, list of long-term vacant routes, military orders for a carrier to determine how long a carrier has been vacant in his route, list of long-term absent carriers, mandate list for December 5, 2022, interview all of management, clock rings for everyone with a bid assignment for any week (for just 1 day in that week)
- 12/31/22—active rolls list, interview of clerks from Edmonds office, clock rings for the clerks for the Edmonds office in October/November 2022, USPS documentation that a no-lunch slip must be submitted one day at a time, document notification that the no-lunch policies had changed along with the effective date of change, copy of all notes provided to (b) (6), (b) (7)(C) on the Lynnwood no lunch past practice, interview of (b) (6), (b) (7)(C), copy of current no lunch policy, copy PS 1723 for (b) (6), (b) (7)(C), copy of all denied no lunch slips by (b) (6), (b) (7)(C) at Lynnwood office and in (b) (6), (b) (7)(C) entire EAS career); separate request for copies of the active rolls and DSSA (delivery service staffing analysis)
- 1/2/23—093 TACS (Time keeping system) report for the year 2022 , documentation of PS Form 1260 (when you don't use your time card to clock in/out) being used for no-lunch, copy of the last 5 years of PS Form 1260 being used for no lunch, copies any 1260s in Lynnwood used to document a no-lunch for the last 20 years, interview with (b) (6), (b) (7)(C), documentation that PS Form 1260 must be used to document a no lunch, a copy of all grievance settlements that paid carriers for each PS Form 3971 that management failed to timely return, copy of all denied no lunch slips

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312627Date Filed
2/21/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Apple Inc.		b. Tel. No. (669) 276-9815
		c. Cell No. (408) 786-8452
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3000 184th ST SW WA Lynnwood 98037	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C) @apple.com
		h. Number of workers employed 105
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Technology)	j. Identify principal product or service Apple Branded Products and Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) rty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/21/2023 03:20:01 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Unpaid Captive Meetings regarding Apple Benefits	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Suspension without explanation	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	11/17/2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from forming, joining, or supporting a labor organization.

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from contacting and/or filing charges with the National Labor Relations Board.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312635Date Filed
2/22/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 222 36 th St. Bellingham, WA 98225	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, at its store located at 222 36th St. in Bellingham, WA, the employer implemented stricter enforcement of the attendance and punctuality policy, a mandatory subject of bargaining, in a discriminatory manner without providing the union notice or an opportunity to bargain over the change to working conditions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St. Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail minter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union


6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.
(206) 257-6007

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
garcia@workerlaw.com


(signature of representative or person making charge)

Alyssa Garcia, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 2/21/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-312644

Date Filed

2/21/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 222 36 th St. Bellingham, WA 98225	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, at its store located at 222 36th St. in Bellingham, WA, the employer unlawfully terminated and disciplined (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities. The Union requests immediate 10(j) relief. The Union further requests the pursuance of a contempt order for violation of the injunction issued in *Kerwin v. Starbucks Corp.*, No. 22-cv-12761 (E.D. Mich. Feb. 17, 2023) (Starbucks is enjoined and restrained from "[d]ischarging Starbucks employees at any of its stores in the United States (including territories) because they engage in union and protected concerted activities").

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St. Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(206) 257-6007

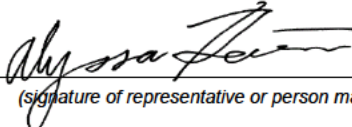
Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

garcia@workerlaw.com


(signature of representative or person making charge)

Alyssa Garcia, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 2/21/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-312644	Date Filed 3/7/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 222 36 th St. Bellingham, WA 98225	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the above-named employer, by its officers, agents and representatives, at its store located at 222 36th St. in Bellingham, WA, began more strictly enforcing its attendance and punctuality policy without bargaining with the union or giving it notice of its planned change. The employer implemented this stricter policy change in retaliation for workers engaging in union and protected concerted activity. The Employer discriminated against its employee, (b) (6), (b) (7)(C), by issuing (b) (6), (b) (7) discipline and terminating (b) (6), (b) (7) employment in retaliation for (b) (6), (b) (7)(C) engaging in union and protected concerted activity. The Union requests immediate 10(j) relief.

The Employer has also interrogated employees about their Union activity, and solicited grievances from employees and impliedly promised to remedy them.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

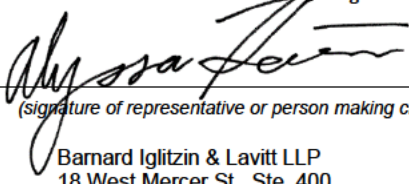
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St. Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Alyssa Garcia, Attorney (Print/type name and title or office, if any)	Tel. No. (206) 257-6007
		Office, if any, Cell No.
		Fax No. 206-378-4132
		e-mail garcia@workerlaw.com

Date 3/7/2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-312724

Date Filed

2/22/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Meta Platforms, Inc.b. Tel. No.
(650) 543-4800

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)
1 Hacker Way

e. Employer Representative

g. e-mail

CA Menlo Park 94025

h. Number of workers employed
8800i. Type of Establishment (factory, mine, wholesaler, etc.)
Technologyj. Identify principal product or service
facebook.com

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/22/2023 02:53:30 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-312868

Date Filed

2/24/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CommonSpirit Health d/b/a St. Joseph's Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1717 S. J St. MS 01-45 Tacoma, WA 98405	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed approx. 3500
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Washington State Nurses Association

4a. Address (Street and number, city, state, and ZIP code) 575 Andover Park West, Ste 101 Seattle, WA 98188	4b. Tel. No. 206/794.4673
	4c. Cell No. same
	4d. Fax No.
	4e. e-mail pchandana@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of Teachers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Pamela Devi Chandran /s/

Pamela Devi Chandran, Labor Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

WSNA, 575 Andover Pk W., Ste 101, Seattle, WA 98188

Address

Date 2/24/23

Tel. No.

Office, if any, Cell No.
same

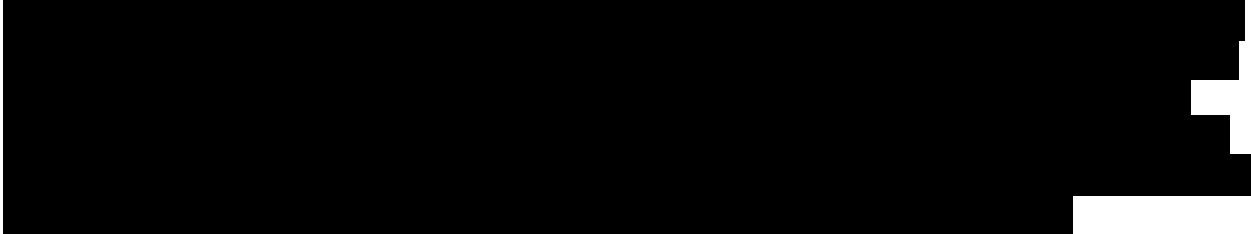
Fax No.

e-mail
sameWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Box 2.

Within the past six months, the Employer has violated the Act by retaliating against, coercing, and threatening (b) (6), (b) (7)(C) (including by denying (b) (6), (b) (7) Weingarten rights) when hospital (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) brought (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) office at (b) (6), (b) (7)(C) instruction; the (b) (6), (b) (7)(C) denied (b) (6), (b) (7)(C) request for Union representation. (b) (6), (b) (7)(C)



UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-312924Date Filed
2/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Riverside Performing Arts		b. Telephone No. (360) 694-8662
		c. Certificate No. (503) 737-9968
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1307 NE 78th St., Suite 9 Vancouver, WA 98665	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@riversidepa.com
		h. Number of workers employed 13
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Preschool and Dance classes	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2023, and continuing over the following days, the above named Employer interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights by its actions including threatening employees for discussing pay in the presence of other employees and sending text messages discouraging such activity. Further, the Employer has unlawfully maintained and enforced a rule in its Employee Manual that prohibits employees from discussing their pay. Since on or about (b) (6), (b) (7)(C), 2023, the above named Employer discriminated against (b) (6), (b) (7)(C) by suspending (b) (6), (b) (7)(C) email and staff portals access, by issuing (b) (6), (b) (7)(C) a discipline on or about (b) (6), (b) (7)(C), 2023, and by discharging (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities, or in order to discourage such activity, on or about (b) (6), (b) (7)(C), 2023.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No.
	4c. Certificate No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

n/a

6. DECLARATION

I declare that I have read the above charge and that the statements

(b) (6), (b) (7)(C)

are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office if any)

(b) (6), (b) (7)(C)

Address

Date

Telephone No.

Office, if any, Certificate No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

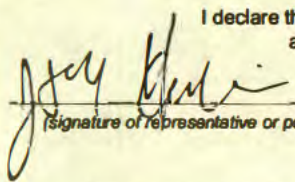
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-312941	Date Filed 2/24/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Belshaw Adamatic Bakery Group	b. Tel. No. 206 322 5474 (b) (6), (b) (7)
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 814 44th St. NW, Suite 103 Auburn, WA 98001	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@belshaw.com
	h. Number of workers employed 350
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Bakery Equipment
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six (6) months, the above named Employer by its officers, its agents, and its representatives have, among other acts, failed and refused to provide relevant and necessary information needed to process a grievance.</p> <p>By these and other acts of the Employer, its officers, agents, and representatives has interfered with, restrained, and coerced employees in the exercise of rights guaranteed by section 7 of the Act.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Association of Machinists and Aerospace Workers, District Lodge 160	
4a. Address (Street and number, city, state, and ZIP code) 9135 15TH PLACE S. 2ND FLR SEATTLE, WA 98108	4b. Tel. No. 206-762-7990
	4c. Cell No. 206.390.0020
	4d. Fax No.
	4e. e-mail beth@iam160.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Association of Machinists and Aerospace Workers, AFL-CIO	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Jason Hardwick, Grand Lodge Representative</p> <p>(Signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Address 620 Coolidge Rd., Suite 130, Folsom, CA 95630 Date 2/24/2023</p>	
Tel. No. 916-985-8101	
Office, if any, Cell No. 916-936-6013	
Fax No. 916-985-8121	
e-mail jhardwick@iamaw.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-312947	Date Filed 2/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Esper		b. Tel. No. (425) 954-3058
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3600 136th PI SE Suite 210 WA Bellevue 98006	e. Employer Representative	g. e-mail
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Software & Programming		j. Identify principal product or service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/25/2023 10:44:53 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Employee disciplined/retaliated	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Warning	(b) (6), (b) (7)(C) 2023
	Warning	2023
	Warning	2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
Amended

DO NOT WRITE IN THIS SPACE	
Case 19-CA-312947	Date Filed 5/8/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Esper		b. Tel. No. (425) 954-3058
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3600 136th PL SE Suite 210 Bellevue, WA 98006	e. Employer Representative Shiva Bodhireddy, Director of Legal	g. e-mail
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Office	j. Identify principal product or service Software & Programming	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer, by its officers, agents and representatives, has been discriminating against employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) engaging in protected concerted activities, by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities by issuing (b) (6), (b) (7)(C) a written warning and threatening to issue (b) (6), (b) (7)(C) further discipline.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date

5/8/2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-313027Date Filed
2/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Westlake Management Services Longview, WA Corporation		b. Tel. No. 360-577-5580
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3541 Industrial Way Longview, WA 98632	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@westlake.com
		h. Number of workers employed 35
i. Type of Establishment (factory, mine, wholesaler, etc.) Chemical Plant	j. Identify principal product or service Production of Chlorine, Caustic, and HCL	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and all applicable sections _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer has failed to bargain in good faith with the Union by unilaterally modifying conditions of employment. This was done by implementing their own perimeters and limitations on 4 hour call-in language shortly after the Company and the Union had finalized contract negotiations and the new contract was in effect. Additionally, the company is willfully withholding retroactive pay that is owed surrounding this contract language.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

The International Chemical Workers Union Council/UFCW Local 747-C

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

The International Chemical Workers Union Council/UFCW

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

e)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

02/27/2023

(date)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-313033

Date Filed

2/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Hands-On Children's Museum

b. Tel. No.

(360) -95-6-0818

c. Cell No.

f. Fax. No.

d. Address (Street, city, state, and ZIP code)

414 Jefferson Street N, Olympia, WA 98501

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@hocm.org

h. Number of workers employed

70.00000000

i. Type of Establishment (factory, mine, wholesaler, etc.)

Children's Museum

j. Identify principal product or service

Educational Museum

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six (6) months, the above named Employer violated the Act by disciplining the Charging Party in retaliation for his protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
 (b) (6), (b) (7)(C) Knowledge and belief.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date

2-27-23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-313033Date Filed
4/18/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hands-On Children's Museum		b. Tel. No. (360) 956-0818
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 313 Jefferson St N, Olympia, WA 98501	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@hocm.org
		h. Number of workers employed 70
i. Type of Establishment (factory, mine, wholesaler, etc.) Children's Museum	j. Identify principal product or service Childhood education and entertainment	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about the dates listed below, the Employer, through its officers, agents, or representatives, has interfered with, restrained or coerced employees in the exercise of their rights guaranteed in Section 7 of the Act by:

- 1) on or about (b) (6), (b) (7)(C), 2022, suspending its employee, (b) (6), (b) (7)(C), for engaging in protected concerted activities;
- 2) on or about (b) (6), (b) (7)(C), 2022, denying the requests of its employees for union representation in investigatory interviews that they have reasonable cause to believe would result in disciplinary action being taken against them; and
- 3) on or about (b) (6), (b) (7)(C), 2022, disciplining (b) (6), (b) (7)(C) in retaliation for engaging protected, concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements
my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date

4/18/23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-313033

8/17/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hands-On Children's Museum		b. Tel. No. (360) 956-0818
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 414 Jefferson St N, Olympia, WA 98501	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@hocm.org
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Children's museum	j. Identify Principal Product or Service Childhood education and entertainment	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about the dates listed below, the above-named employer, through its officers, agents, or representatives, has interfered with, restrained or coerced employees in the exercise of their rights guaranteed in Section 7 of the Act by:

- 1) on (b) (6), (b) (7)(C) 2022, suspending its employee, (b) (6), (b) (7)(C) or engaging in protected concerted activities;
- 2) on or about (b) (6), (b) (7)(C) 2022, threatening its employees with discipline or discharge in retaliation for engaging in protected, concerted activities;
- 3) on (b) (6), (b) (7)(C) 2022, denying the request of its employees for union representation in investigatory interviews that they have reasonable cause to believe would result in disciplinary action being taken against them;
- 4) on or about (b) (6), (b) (7)(C) interrogating its employees about their protected concerted activities and/or the protected concerted activities of other employees;
- 5) on (b) (6), (b) (7)(C) 2022, disciplining its employee, (b) (6), (b) (7)(C) in retaliation for engaging in protected, concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

statements are true to the best of my

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Address: (b) (6), (b) (7)(C)

Date:

8/17/23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-313074

Date Filed

2/28/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Geo Group Inc.		b. Tel. No. (253) 396-1611
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1623 E. J. St. WA Tacoma 98421	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@geogroup.com
		h. Number of workers employed 300
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service ICE Processing Facility.	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including local (b) (6), (b) (7)(C)^{er}
Local 883

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UGSOA

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)
[REDACTED](b) (6), (b) (7)(C)
[REDACTED]

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)
[REDACTED]

Address [REDACTED]

Date 02/28/2023 11:10:36 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-313079

Date Filed

2/28/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Geo Group Inc.

b. Tel. No.

(253) 396-1611

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

1623 E J Street

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@geogroup.com

WA Tacoma 98421

h. Number of workers employed

300

i. Type of Establishment (factory, mine, wholesaler, etc.)

Others

j. Identify principal product or service

ICE Processing Center.

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including local (b) (6), (b) (7)(C)^{er}
Local 883

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UGSOA

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 02/28/2023 11:20:33 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-313121	Date Filed 2/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DTG Recycling		b. Tel. No. 425-549-3000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 22745 29th Dr SE Suite 200 Bothell, WA 98021	e. Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@dtgreecycle.com
		h. Number of workers employed 130
i. Type of Establishment (factory, mine, wholesaler, etc.) Recycling	j. Identify principal product or service Recycling construction, demolition, and manufacturing materials	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the previous six months, the Employer terminated employee(s) because the employee(s) supported a labor organization and in order to discourage union activities and/or membership.

Within the previous six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate and retaliating against employee(s) for supporting a union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local Union No. 117

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Avenue S., Ste 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860
	4c. Cell No.
	4d. Fax No. 206-441-3153
	4e. e-mail fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Fallon Schumsky, General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
206-441-4860

Office, if any, Cell No.

Fax No.
206-441-3153e-mail
fallon.schumsky@teamsters117.org

Address 14675 Interurban Ave S., Ste. 307 Tukwila, WA 98168 Date 2/27/2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-313121	Date Filed 3/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DTG Recycling		b. Tel. No. 425-549-3000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 22745 29th Dr SE Suite 200 Bothell, WA 98021	(b) (6), (b) (7)(C) ntative	(b) (6), (b) (7)(C) @dtgreecycle.com
		h. Number of workers employed 130

i. Type of Establishment (factory, mine, wholesaler, etc.) Recycling	j. Identify principal product or service Recycling construction, demolition, and manufacturing materials
-------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached Document

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local Union No. 117

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Avenue S., Ste 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860
	4c. Cell No.
	4d. Fax No. 206-441-3153
	4e. e-mail fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Fallon Schumsky, General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
206-441-4860

Office, if any, Cell No.

Fax No.
206-441-3153

e-mail
fallon.schumsky@teamsters117.org

Address 14675 Interurban Ave S., Ste. 307 Tukwila, WA 98168 Date 3/17/2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

- In about September 2022, the Employer, through (b) (6), (b) (7)(C), violated the Act by instructing employees not to discuss the Union;
- On or about (b) (6), (b) (7)(C), 2022, the Employer constructively discharged employee (b) (6), (b) (7)(C) due to (b) (6) union activities and support for a labor organization and in order to discourage employees from engaging in such activities;
- In about (b) (6), (b) (7)(C) 2022, the Employer stopped sending new employees to (b) (6), (b) (7)(C) for training and instructed employees not to go to (b) (6), (b) (7)(C) for training, because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- In about (b) (6), (b) (7)(C) the Employer constructively discharged (b) (6), (b) (7)(C) because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about (b) (6), (b) (7)(C), 2023, the Employer suspended (b) (6), (b) (7)(C) and then terminated (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C), 2023 because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about March 2, 2023 the Employer, through (b) (6), (b) (7)(C), violated the Act by conducting a mandatory employee meeting and impliedly threatened employees with discharge and impliedly threatened employees with job loss if they supported a union or selected a union to represented them and materially misrepresented employees' dues obligations in order to undermine employee support for the union;
- On or about (b) (6), (b) (7)(C), 2023 the Employer terminated of (b) (6), (b) (7)(C) because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about (b) (6), (b) (7)(C), 2023, the Employer terminated employee (b) (6), (b) (7)(C) due to (b) (6) union activities and support for a labor organization and in order to discourage employees from engaging in such activities.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-313121	Date Filed 3/29/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DTG Recycling		b. Tel. No. 425-549-3000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 22745 29th Dr SE Suite 200 Bothell, WA 98021	(b) (6), (b) (7)(C) ntative [REDACTED]	(b) (6), (b) (7)(C) @dtgreecycle.com
		h. Number of workers employed 130
i. Type of Establishment (factory, mine, wholesaler, etc.) Recycling	j. Identify principal product or service Recycling construction, demolition, and manufacturing materials	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached Document

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local Union No. 117

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Avenue S., Ste 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860
	4c. Cell No.
	4d. Fax No. 206-441-3153
	4e. e-mail fallon.schumsky@teamsters117.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters**6. DECLARATION**I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Fallon Schumsky, General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
206-441-4860

Office, if any, Cell No.

Fax No.
206-441-3153e-mail
fallon.schumsky@teamsters117.org

Address 14675 Interurban Ave S., Ste. 307 Tukwila, WA 98168 Date 3/29/2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

- In about September 2022, the Employer, through (b) (6), (b) (7)(C), violated the Act by instructing employees not to discuss the Union;
- On or about (b) (6), (b) (7)(C), 2022, the Employer constructively discharged employee (b) (6), (b) (7)(C) due to (b) (6) union activities and support for a labor organization and in order to discourage employees from engaging in such activities;
- In about (b) (6), (b) (7)(C) 2022, the Employer stopped sending new employees to (b) (6), (b) (7)(C) for training and instructed employees not to go to (b) (6), (b) (7)(C) for training, because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- In about (b) (6), (b) (7)(C) 2022 the Employer constructively discharged (b) (6), (b) (7)(C) because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about (b) (6), (b) (7)(C), 2023, the Employer suspended (b) (6), (b) (7)(C) and then terminated (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C), 2023 because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about March 2, 2023 the Employer, through (b) (6), (b) (7)(C), violated the Act by conducting a mandatory employee meeting and impliedly threatened employees with discharge and impliedly threatened employees with job loss if they supported a union or selected a union to represent them, suggested that selecting a union to represent them would be futile and materially misrepresented employees' dues obligations in order to undermine employee support for the union;
- On March 3, 2023, in a letter distributed to all employees, the Employer violated the Act by suggesting that selecting a union to represent them would be futile and by making material misrepresentations about the role and function of the union to undermine the employee support for the union.
- On or about (b) (6), (b) (7)(C), 2023 the Employer terminated of (b) (6), (b) (7)(C) because (b) (6) had engaged in union activities and/or to discourage other employees from engaging in such activities;
- On or about (b) (6), (b) (7)(C), 2023, the Employer terminated employee (b) (6), (b) (7)(C) due to (b) (6) union activities and support for a labor organization and in order to discourage employees from engaging in such activities.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-313122Date Filed
2/28/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer C&W Services		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 117 Kendrick Street Suite 250 Needham, MA 02494	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@cwservices.com
		h. Number of workers employed Approx 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Janitorial	j. Identify principal product or service Janitorial	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the employer retaliated against (b) (6), (b) (7)(C) for exercising (b) (6) workplace rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Brenda Amolo

4a. Address (Street and number, city, state, and ZIP code) 3720 Airport Way S Seattle, WA 98134	4b. Tel. No. 206-448-7348
	4c. Cell No. 206-619-8423
	4d. Fax No.
	4e. e-mail bamolo@seiu6.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union, Local 6**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Brenda Amolo

(signature of representative or person making charge)

Brenda Amolo

(Print/type name and title or office, if any)

3720 Airport Way S, Seattle, WA 98134

Address

2/28/2023

Date

Tel. No.
206-448-7348Office, if any, Cell No.
206-619-8423

Fax No.

e-mail
bamolo@seiu6.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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INTERNET
FORM NLRB-508
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
19-CB-311429

Date Filed
2/2/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security police Fire Professionals of AMERICA (SPFPA)		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) International Union SPFPA 22510 Kelly Road Roseville, MI 48066		d. Tel. No. 586 772 7250	e. No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C) SPFPA.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) * Demanding back-dues or face termination without cause. * Past Practices of Shift pay differential revoked w/o cause. * Failure to honor and abide by 2020 Contract regarding wage increases. * Disparity in HEALTH and welfare compensation with other employees. (b) (6), (b) (7)(C) as * I am employed as Stated in the Termination REQUEST			
3. Name of Employer American Eagle Protective Services 902 Crystal Falls PKWY LEANDER, TX 78641		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) NAVAL BASE Bangor 1200 Skate Street Stradale WA		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Contractor	8. Identify principal product or service Security ESCORT	9. Number of workers employed 12	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	(b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (P code) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that the statements made by me (or the person making the charge) are true and correct. (b) (6), (b) (7)(C) By (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 2/1/2023		Tel No Ce (b) (6), (b) (7)(C) Fa e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-311527	2-3-2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name IAM District Lodge 751		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 9125 15th Place S Seattle, WA 98108		d. Tel. No. (206) 764-0302	e. Cell No.
		f. Fax No. (206) 764-0303	
		g. e-mail (b) (6), (b) (7)(C)@iam751.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization, by its officers, agents and representatives, has violated the duty of fair representation that it owes to (b) (6), (b) (7)(C) by failing and refusing to file and process a grievance on (b) (6), (b) (7)(C) behalf over (b) (6), (b) (7)(C) termination from the Boeing Company, for reasons that are arbitrary, discriminatory and/or unlawful.			
3. Name of Employer The Boeing Company		4a. Tel. No. (206) 655-1131	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 700 15th St. SW, Auburn, WA 98001		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Emergent Operations		8. Identify principal product or service Airplane parts	
		9. Number of workers employed 1,000+	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (Signature of representative of party filing charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
		Date 02/03/2023	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		19-CB-311937	2/9/2023
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SEIU Local 775	b. Union Representative to Contact (b) (6), (b) (7)(C)		
c. Address 215 Columbia St, #300, Seattle, WA 98104	d. Tel. No. (866)371-3200	e. Cell No.	
	f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@seiu775.org	
h. The above named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the past six (6) months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer First Choice In-home Care	4a. Tel. No.	4b. Cell No.	
	4c. Fax No.	4d. e-Mail (b) (6), (b) (7)(C)@fcihc.com	
5. Location of Plant involved (street, city, state, and ZIP code) 535 Dock St, #200, Tacoma, WA 98402	6. Employer representative to contact (b) (6), (b) (7)(C)		
7. Type of Establishment (factory, mine, wholesaler) In home care provider	8. Principal product or service Home health care	9. Number of Workers employed 1000	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
B (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(S (b) (6), (b) (7)(C)	Print/type name and title or office, if any	(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 1-3-2023	Cell No.
		Fax No.	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-3264304221

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-312399	Date Filed 2/15/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Teamsters Local 174		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 14675 Interurban Ave S STE #303 WA Tukwila 98168		d. Tel. No. (206) 441-6060	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. (206) 441-4853	g. e-Mail (b) (6), (b) (7)(C) @teamsters174.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Republic Services of Bellevue		4a. Tel. No. (206) 235-1675	b. Cell No.
		c. Fax No. (425) 646-2440	d. e-Mail (b) (6), (b) (7)(C) @republicservices.com
5. Location of plant involved (street, city, state and ZIP code) 1600 127TH AVE NE WA Bellevue 98005		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) _____			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 02/15/2023 04:59:17 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-312431	Date Filed 2/17/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name APWU Local 28		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) PO Box 48148 Seattle, WA 98148		d. Tel. No. 206-241-6038	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) For the past six months, the Union breached its duty of fair representation to (b) (6), (b) (7)(C) by failing to represent (b) (6), (b) (7)(C) and by the following acts: failing to inform (b) (6), (b) (7)(C) of the reason (b) (6), (b) (7)(C) was not working; failing to ensure that (b) (6), (b) (7)(C) was made whole after (b) (6), (b) (7)(C) returned to work based on a settlement; failing to seek all backpay owed to (b) (6), (b) (7)(C) failing to ensure that (b) (6), (b) (7)(C) was returned to work properly, including receiving benefits such as medical benefits; and failing to ensure that (b) (6), (b) (7)(C) has been paid backpay. To date (b) (6), (b) (7)(C) has not been paid (b) (6), (b) (7)(C) backpay.			
3. Name of Employer United States Postal Service		4a. Tel. No. 206-768-4324	b. Cell No.
		c. Fax No.	d. e Mail
5. Location of plant involved (street, city, state and ZIP code) 10700 27th Ave. S., Seattle, WA 98168		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Processing and Distribution Center	8. Identify principal product or service Mail and Packages	9. Number of workers employed 100s	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
12. DECLARATION I declare that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) Individual (b) (6), (b) (7)(C) making charge (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (date) 2-17-2023		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-312949	Date Filed 2/27/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union of Elevator Constructors, Local 19		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2264 15th Avenue West, Seattle, WA 98119-2418		d. Tel. No. (206)282-4845	e. Cell No.
		f. Fax No. (206)282-3970	
		g. e-mail (b) (6), (b) (7)(C)@iuec19.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(1)(A) (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (b) (6), (b) (7)(C) conspired with (b) (6), (b) (7)(C) in obtaining an illegal restraining order in a labor dispute, through Perjury, Fraud and bribed (b) (6), (b) (7)(C). This illegal act against (b) (6), (b) (7)(C) is Deprivation of Rights Under Color of Law U.S. Code 242, Conspiracy Against Rights U.S. Code 241 and clear discriminatory violations of The Civil Rights Act Of 1964, 5 counts each (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) also concealed evidence (b) (6), (b) (7)(C) and has Misprisioned these Federal Felonies. (U.S. Code 4 Misprision of Felony) All of the above represent unfair labor practices.			
3. Name of Employer Unemployed member of International Union of Elevator Constructors Local 19		4a. Tel. No.	b. Cell No.
		d. e-mail	c. Fax No.
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Elevator		8. Identify principal product or service	
		9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		d. e-mail (b) (6), (b) (7)(C)	c. Fax No.
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) know and believe. (b) (6), (b) (7)(C) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ Date 2/26/2023		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-312960	Date Filed 2/27/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union of Elevator Constructors IUEC, Local 19		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2264 15th Avenue West, Seattle, WA 98119-2418		d. Tel. No. (206)282-4845	e. Cell No. (253)230-5714
		f. Fax No. (206)282-3970	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(1)(A) (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On (b) (6), (b) (7)(C) 2022, I attended (b) (6), (b) (7)(C) meeting with (b) (6), (b) (7)(C). Prior to the start of the meeting, (b) (6), (b) (7)(C) were passing out information packets (b) (6), (b) (7)(C) discriminatory crimes against (b) (6), (b) (7)(C). When the meeting began (b) (6), (b) (7)(C) and joined the members inside. After a few minutes I asked to speak, but I was informed the time was not appropriate. (b) (6), (b) (7)(C). As I spoke in my defense (b) (6), (b) (7)(C) verbally ordered (b) (6), (b) (7)(C) remove me from the meeting. As I walked to the Exit door on my own, I was assaulted (b) (6), (b) (7)(C).			
3. Name of Employer Unemployed member of International Union of Elevator Constructors Local 19		4a. Tel. No.	b. Cell No.
		d. e-mail	c. Fax No.
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Elevator		8. Identify principal product or service	
		9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		d. e-mail (b) (6), (b) (7)(C)	c. Fax No.
(b) (6), (b) (7)(C) TION charge and that the statements knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		Date 2/26/2023	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-312971	2/27/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name IBEW Local 77		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 19415 International Boulevard SeaTac, WA 98188-5308		d. Tel. No. 206-323-4505	e. Cell No.
		f. Fax No. 206-323-0186	
		g. e-mail ibew77@ibew77.com	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 1(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above named labor organization has failed in its duty of fair representation by refusing to provide information to the bargaining unit about contract negotiations with the Employer.			
3. Name of Employer Puget Sound Energy		4a. Tel. No. (425) 213-6152	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 13635 NE 80th Street, Redmond, WA 98052		6. Employer representative to contact Heather Maclaren	
7. Type of establishment (factory, mine, wholesaler, etc.) Load Office		8. Identify principal product or service Power Dispatching	
		9. Number of workers employed 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) _____ (person making charge) (Print/type name and title or office, if any)			
Address _____		Tel. No. (b) (6), (b) (7)(C)	
Date _____		Cell No. 2/27/23	
		Fax No.	
		e-mail (b) (6), (b) (7)(C)	

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**

Case 19-CB-313068	Date Filed 2/28/2023
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name Teamsters Local 174	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 14675 Interurban Ave. S., Suite 303 Tukwila, WA 98168	d. Tel. No. 206-441-6060	e. Cell No.
	f. Fax No. 206-441-4853	
	g. e mail (b) (6), (b) (7)(C)@teamsters174.org	

h. The above named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six(6) onths, the above-named labor organization has made an unlawful unilateral change to the collective bargaining agreement and employment terms between the Union and Employer .

3. Name of Employer Cedar Grove Composting, Inc.	4a. Tel. No. 206-832-3037	b. Cell No. 425-246-7352	c. Fax No.
	d. e mail jayb@cgcompost.com		

5. Location of plant involved (street, city, state and ZIP code) 7343 E. Marginal Way S. Seattle, WA 98108	6. Employer representative to contact Jay Blazey, General Counsel
------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------


7. Type of establishment (factory, mine, wholesaler, etc.) Composting	8. Identify principal product or service Compost	9. Number of workers employed 125
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10. Full name of party filing charge
Cedar Grove Composting

11. Address of party filing charge (street, city, state and ZIP code) 7543 E. Marginal Way S., Seattle, WA 98108	11a. Tel. No. Same as 4a	b. Cell No. Same as 4b	c. Fax No.
	d. e mail Same as 4d		

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Matthew Lynch, Sebris Busto James

(Print/type name and title or office, if any)

Address 15375 SE 30th Pl., Suite 310, Bellevue, WA 98007

Date February 27, 2023

Tel. No.
425-450-3387

Cell No.
206-604-7412

Fax No.
425-453-9005

e mail
mlynch@sbj.law

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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